



The Secretary of Energy
Washington, DC 20585

September 17, 1998

MEMORANDUM FOR ALL DEPARTMENT EMPLOYEES

FROM: BILL RICHARDSON *BR*

SUBJECT: Diversity Policy Statement

The Department of Energy is dedicated to contributing to the welfare of the Nation by using its extraordinary scientific and technical talent to fuel a competitive economy, improve the environment through waste management and pollution prevention, and reduce nuclear danger.

Creating an atmosphere that fully utilizes the talents and capabilities of a diverse workforce is critical to the achievement of this mission. The Department will have zero tolerance for discrimination or harassment in any form. Discrimination based on race, color, religion, gender, age, national origin, disability or sexual orientation violates the law, as well as the policies of this Department.

Our commitment must extend far beyond simply reducing or preventing discrimination. Diversity means inclusion--hiring, developing, promoting, and retaining employees of all races, ethnic groups, religions, and ages; people with disabilities; and men and women. Through diversity, we gain different points of view and different approaches to problem-solving. We also gain mutual respect and the faith of our diverse citizenry. Diversity and inclusion are the prerequisites to excellence. During my tenure as Secretary, I am committed to ensuring that the Department is a model workplace where everyone has an equal opportunity to serve.

Each manager is responsible for nurturing and capitalizing on the talents that every employee has to give, just as each employee is challenged to give his or her best. We can do this by providing employees with the opportunities, tools and support they need to develop to their fullest potential and contribute productively to the mission of the organization. Helping employees balance work and family needs and providing appropriate accommodations and support systems for individuals with disabilities also contribute to the goal of a model workplace.



Although managers must lead the way in ensuring a talented and diverse workforce, every employee can get involved and participate by valuing the differences and cultures of others through teamwork and helping each other succeed. Working together will not only benefit the individual but also the Department and ultimately the Nation.

I call upon each of you to work with me in making the Department a leader in workforce diversity.